

ESTES Faculty Policy

ESTES has four classes of faculty.

- 1. Non-tenure track UAF research faculty with ESTES as their primary research home.**
 - 2. Tenure-track Faculty with a formal joint appointment with ESTES and an academic department (usually in CNSM).**
 - 3. Tenure-track Faculty with no formal appointment with ESTES (full time in other units), but use ESTES for proposal and grant management.**
 - 4. Affiliate Research Faculty (non-UAF employee).**
- 1. Research faculty within ESTES* (Assistant, Associate and Full Research professor) have the same credentials as regular tenured faculty, but hold non-tenure-track term appointments. Their required duties consist of research, including being principal investigator on proposals, serving on and/or chairing graduate student committees (subject to approval by the appropriate academic department). Although Research Faculty do not have a formal appointment in an academic department, teaching and other departmental functions may be possible, if mutually agreed upon by the individual, ESTES and the appropriate academic department. These appointments are considered faculty appointments for the purposes of representation on University committees. A workload, and office and/or laboratory space (if appropriate) are negotiated with the ESTES director, who reviews their performance annually.
 - 2. Tenure-track UAF Faculty* with a joint appointment with an academic department, have a specified portion of their workload (generally a quarter-time) as designated ESTES research, however the home base for the faculty member is the academic department. Office and/or laboratory space (if appropriate) are negotiated with the department chair and academic dean. Their workload must be approved by both the Academic Dean and the ESTES Director, and any performance reviews are to be conducted by both the Dean and Director.
 - 3. CNSM faculty* who have full-time appointments in academic departments without formal Institute (GI, IARC or IAB) appointment are strongly encouraged to use ESTES for proposal and grant management. Tenure-track UAF faculty from other colleges are welcome to use ESTES, however do require approval from their academic Dean. Upon request, faculty will be given formal 'Associate' status with ESTES.
 - 4. Non-UAF employed researchers* who are working with UAF faculty and who use ESTES for grant and proposal management will have *Affiliate Research Faculty* status.

Approval Process

Applications for Research Faculty status or for joint appointment status should be sent to the ESTES Director. The file should be patterned after a formal application for any University tenure-track position and contain a cover letter, curriculum vitae and a statement of research interest and the names and addresses of three references from outside UAF. For Affiliate Research Faculty status, candidates should submit a curriculum vitae and letter of support from their UAF collaborator(s). The ESTES Director, with the approval of the CNSM Dean, will make an appointment of either: 1) Research (rank) Professor (for researchers with a primary affiliation with CNSM); or 2) Affiliate Research (rank) Professor (for researchers from outside UAF). The rank (Assistant, Associate, Full) will be based on the experience and publication record of the candidate.